



**2018 – 2019**

**Compensation Package**

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# **BASTROP INDEPENDENT SCHOOL DISTRICT COMPENSATION GUIDELINES 2018 - 2019**

## **Purpose**

This is a guide for administering salaries and wages for Teachers, Administrative/Professional, Support, Paraprofessional/Technical, and Auxiliary (Maintenance/Custodial and Child Nutrition) staff of the Bastrop Independent School District.

Practices described are intended to implement local School Board policy, goals, state and federal regulations.

## **Job Classification**

District jobs are assigned to pay ranges based upon compensable factors and grouped with jobs of similar value.

On a periodic basis, selected jobs from each job family will be reviewed to ensure that conditions in the district, such as organizational structure, major programs, or significant responsibilities in a particular job, have not changed to a degree warranting a change in job range classification. This review is to be at the direction of the Superintendent or his designee, which shall be the Executive Director of Human Resources.

Newly established jobs should be analyzed and range assignment determined prior to hiring personnel for a position. This procedure accomplishes two objectives. First, the appropriate pay range becomes part of the recruitment and hiring strategy of the district. Second, a consistent practice of salary administration is established at the initiation of each job.

## **Pay Raises**

Annual pay increases are not guaranteed. If approved, raises are based on the control rate (midpoint) of each pay range or a specific "dollar increase" for major incumbent jobs. **Bastrop ISD does not operate on a Step schedule.**

General pay increase recommendations presented to the Board of Trustees by the administration shall be based on consideration of such factors as cost of living indexes, wage increases within competitive job markets, and budget resources.

## **Pay Grades/Ranges**

Pay grades represent the internal job classification as well as external job market pay levels. The greater the level of compensable factors present in a job, the higher the placement in the pay range structure.

The use of pay grade levels facilitates payroll administration and maintains the integrity of the job worth. The control rate (midpoint) is the chief control point in the system. A minimum and maximum pay rate for each pay grade range is computed from the control rate using technical standards that are designed to maintain pay equity or fair pay for each job in the system of jobs.

Employees should be assigned to a pay grade and paid a salary/hourly rate between the minimum and maximum (inclusive) of the pay range. Minimum and maximum pay rates are valid for only one year. No general pay action is intended to extend an employee's pay above the pay range or add pay to an employee already paid above the assigned pay grade maximum.

### **Initial Employment**

Employment, assignment, and salary placement should be in accordance with the job requirements as specified in the job description. **Where job requirements include transcripts, certificates, or licenses, these must be official and on file with the district. A Texas educator service record or chronology of prior work history (as applicable to position and if previously employed full time) is required.**

Salary placement will be at the direction of the Superintendent or his designee, which shall be the Executive Director of Human Resources. The Human Resources Office shall determine hiring rates based upon job-related qualifications, salary history, and salaries of other employees in same position.

Administrators/Non-teaching Professional Employees – The Superintendent or his designee, which shall be the Executive Director of Human Resources, shall individually set hiring rates for the new administrators/non-teaching professional employees under the following guidelines:

1. Persons with previous job experience or special skills may be hired at a rate up to but not exceeding the control rate (midpoint) of the pay range.
2. New administrators/non-teaching professional employees shall normally not be started at a rate above the salary of other district employees with more experience in the job.
3. New administrators may be started at a salary above the control rate (midpoint) if a pay decrease would otherwise occur.
4. A new employee in a hard to fill position or with special qualifications may be placed above the midpoint with consideration given for current employees in that specific pay range.

Support/Paraprofessional – The Superintendent or his designee, which shall be the Executive Director of Human Resources, shall individually set hiring rates for the new employees under the following guidelines:

1. A new employee with no direct experience in the job will be placed at the minimum pay range rate.
2. A new employee hired from outside the district shall normally not be placed above the pay range control rate (midpoint).
3. A new employee with prior experience may be placed above the minimum rate as determined from the documented salary/wage history but shall normally not be started at a rate above the salary of other district employees with more experience in the position.
4. A new employee in a hard to fill position or with special qualifications may be placed above the midpoint with consideration given for current employees in that specific pay range.

Classroom Teachers/Librarians – The Superintendent or his designee, which shall be the Executive Director of Human Resources, shall annually establish a starting salary for all new hire teachers/librarians with zero years teaching experience. The starting salary will reflect the hiring objectives of the district. Starting salaries for all other new hire teachers will be based upon consideration for experience and area of teaching specialty.

New teachers to the district will not be placed above salary levels of continuing teachers with similar training and teaching experience. Teachers new to the District will be placed in accordance with the published Board approved Hiring Schedule. Hiring Schedules are developed and approved for one year only; therefore future salaries cannot be predicted from the Hiring Schedule.

The Superintendent may approve hiring rates up to or above the control rate of the range when an applicant has exceptional job qualifications or the position cannot otherwise be filled.

### **Promotion**

For compensation purposes, a promotion occurs when an employee is placed in a higher pay range except for general structure changes or position reclassification. The effective date of the promotion is determined by the Superintendent or his designee, which shall be the Executive Director of Human Resources.

The new salary/hourly rate shall be equal to or greater than the minimum rate for the new range, but in no case shall it exceed the maximum rate for the new range. Increases are calculated on daily or hourly rates of pay depending on the position classification.



## **Reclassification**

On a periodic basis jobs may be reclassified into a different pay range or salaries may be adjusted within pay ranges in order to maintain the internal/external equity to other jobs of similar worth in the district. Reclassification of a job is not a promotion or demotion. Reclassification changes result when there has been a significant modification of job duties or qualifications as determined by the school district. If an employee's job is reclassified, no special increase will be given unless the employee is below the minimum for the new pay range or the current job incumbent's pay rate is in an inequitable position in comparison to comparable jobs. These job reclassifications and salary adjustments may be conducted at the direction and approval of the Superintendent or his designee, which shall be the Executive Director of Human Resources.

## **Demotion**

For compensation purposes, a demotion occurs when an employee is placed in a lower pay range except for general salary structure changes or position reclassification. At the direction of the Superintendent or his designee, which shall be the Executive Director of Human Resources, an employee's pay rate may be reduced.

## **Reassignment**

Placement in a lower pay range not resulting from a demotion may not immediately reduce salary. Programmatic, organizational, or funding changes are examples of such actions, which may create this condition.

## **Teacher Degree Differential Stipend/Requirements**

For the \$1,100 differential Stipend for teachers earning a Master's Degree or \$1,300 differential stipend for teachers earning a Doctorate Degree, the employee must provide an official transcript showing the date the Master or Doctorate degree was conferred/awarded.

## **Bastrop Independent School District Compensation Package:**

**Unless otherwise specified, the district unilaterally designates that all employees will be paid on an annualized (12 month) basis in accordance with the district's payroll calendar.**

In addition to salary, the total compensation package includes: annual health benefits for all employees (district contribution \$162.50 per pay period).

# Bastrop ISD

**2018–19 TEACHER/LIBRARIAN HIRING SCHEDULE\***  
(The schedule below is based on a 187 day contract)

YRS	BACHELORS
0	\$46,300
1	\$46,410
2	\$46,589
3	\$46,992
4	\$47,315
5	\$47,614
6	\$48,174
7	\$48,286
8	\$48,342
9	\$48,398
10	\$48,454
11	\$48,566
12	\$48,734
13	\$48,958
14	\$49,193
15	\$50,314
16	\$50,874
17	\$51,580
18	\$52,302
19	\$53,021
20	\$53,740
21	\$54,460
22	\$55,181
23	\$55,902
24	\$56,621
25	\$57,595
26	\$58,715
27	\$59,835
28	\$60,396
29	\$60,956
30	\$61,516
31	\$62,076
32	\$62,637
33	\$63,625
34	\$64,745
35	\$64,860
36	\$65,263

\$1,100 MASTER'S DEGREE STIPEND \*\*\* \$1,300 DOCTORATE DEGREE STIPEND  
\$4,500 PAID TO BILINGUAL CERTIFIED TEACHERS.

\*Hiring schedules are developed for one year only.  
Future salaries cannot be predicted from this schedule.

**Bastrop Independent School District  
Paraprofessional Salary Ranges  
2018-19 School Year**

<b>PAY GRADE P1</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>2018-2019 Increase</b>
<b>Hourly Rate</b>	\$10.15	\$12.37	\$14.62	\$0.24
Daycare Worker Temp Worker				

<b>PAY GRADE P2</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>2018-2019 Increase</b>
<b>Hourly Rate</b>	\$10.87	\$14.06	\$17.23	\$0.28
Library Assistant Nurse's Assistant Program Assistant Site Assistant Teaching Assistant				

<b>PAY GRADE P3</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>2018-2019 Increase</b>
<b>Hourly Rate</b>	\$11.70	\$15.33	\$18.95	\$0.30
Behavior Teaching Assistant Attendance Clerk - Elementary/Intermediate Clerk - Data Entry Registrar - Elementary ISS Assistant Manager - Computer Lab Security Monitor Secretary - Counselor Receptionist - High School Site Lead Assistant - STARS Night Watchman				

<b>PAY GRADE P4</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>2018-2019 Increase</b>
<b>Hourly Rate</b>	\$12.61	\$15.95	\$19.30	\$0.31
Attendance Clerk - Middle School Clerk - Print Shop/Warehouse Manager - Daycare Receptionist - Administration Registrar - Intermediate School Secretary - High School Assistant Principals Site Supervisor - STARS				

<b>PAY GRADE P5</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>2018-2019 Increase</b>
<b>Hourly Rate</b>	\$13.57	\$17.51	\$21.45	\$0.35
Registrar - Middle School Associate High School Principal Secretary Admin Clerk Attendance Clerk - High School Migrant Coordinator Migrant Student Advocate Migrant Recruiter Secretary - Principal (Elementary/Intermediate/Alternative School)				

<b>PAY GRADE P6</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>2018-2019 Increase</b>
<b>Hourly Rate</b>	\$14.65	\$18.63	\$22.58	\$0.37
Help Desk Technician Career Specialist Secretary - Administration Secretary - Principal (Middle School) Secretary - CRCA				

<b>PAY GRADE P7</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>2018-2019 Increase</b>
<b>Hourly Rate</b>	\$15.77	\$20.43	\$25.07	\$0.40
Communication Facilitator for Deaf Education (Interpreter Pre-Cert.) Manager - Student Records (High School) Secretary - Principal (High School) Secretary - Special Education Specialist - Accounting Specialist - Business Office Specialist - Human Resources Specialist - Payroll Specialist - PEIMS Specialist - Special Ed Specialist - Technology				

<b>PAY GRADE P8</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>2018-2019 Increase</b>
<b>Hourly Rate</b>	\$16.99	\$22.14	\$27.26	\$0.44
Computer Systems Technician Administrative Assistant Manager-Technology Purchase/Inventory Interpreter for Deaf Ed				

<b>PAY GRADE P9</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>2018-2019 Increase</b>
<b>Hourly Rate</b>	\$19.57	\$25.00	\$30.49	\$0.50
Police Officer Administrative Assistant to Superintendent LVN				



**Bastrop Independent School District  
Administrative / Professional Salary Ranges  
2018-19 School Year**

<b>PAY GRADE A1</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>2018-2019 Increase</b>
<b>Daily Rate</b>	\$200.83	\$256.48	\$312.15	\$5.12
LSSP (Intern) Nurse (RN)				

<b>PAY GRADE A2</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>2018-2019 Increase</b>
<b>Daily Rate</b>	\$213.57	\$286.58	\$359.62	\$5.73
COTA (Certified Occupational Therapy) RT (Recreational Therapist) Assistant SLP (Speech Language Pathologist) Assistant Speech Therapist Instructional Specialist - Special Ed. Parent Involvement Facilitator				

<b>PAY GRADE A3</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>2018-2019 Increase</b>
<b>Daily Rate</b>	\$240.64	\$313.31	\$388.54	\$6.26
ARD Facilitator Counselor (Drug, Alcohol, and Substance Prevention) PT (Physical Therapist) SLP (Speech Language Pathologist) Behavior Interventionist Social Worker Diagnostician Counselor (Elementary, Intermediate & Middle) Curriculum Specialist Instructional Technology Specialist LSSP (Licensed Specialist in School Psychology) LPT (Licensed Physical Therapist) OTR (Occupational Therapist Registered) Digital Learning Specialist Sp Ed Instructional Specialist				

<b>PAY GRADE A4</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>2018-2019 Increase</b>
<b>Daily Rate</b>	\$252.11	\$323.72	\$395.33	\$6.47
Counselor (High School) Special Education Specialists with Supervisory Responsibilities Supervisor - Speech Language Pathologist Supervisor - Special Education Behavior Specialist Supervisor (Lead LSSP/Evaluation) Supervisor - Lead Nurse Supervisor - RDSPD Program				

<b>PAY GRADE A5</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>2018-2019 Increase</b>
<b>Daily Rate</b>	\$267.03	\$334.69	\$402.36	\$6.69
Assistant Principal - Elementary Assistant Principal - Intermediate				

<b>PAY GRADE A6</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>2018-2019 Increase</b>
<b>Daily Rate</b>	\$282.92	\$357.58	\$432.13	\$7.15
Assistant Principal - Middle School Assistant Principal - High School (+2,000) Associate Principal - High School Coordinator of 504 & Dyslexia Coordinator of Assessment and Accountability Coordinator of Fine Arts Coordinator of Inclusion Coordinator of Low Incident Disabilities, Coordinator of Special Ed, Coordinator of Bilingual/ESL Programs Coordinator of Digital Instruction and Learning Coordinator of Community Services Curriculum Coordinator/Technology Trainer				

<b>PAY GRADE A7</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>2018-2019 Increase</b>
<b>Daily Rate</b>	\$299.67	\$378.48	\$457.29	\$7.56
Associate Director of Special Programs and Services Director - Assessment and Student Support Director - Career Technology Education Director - English Language Learners C & I Director - Fine Arts Director - Human Resources Director - Information Technology Services Director - Athletics and Administrative Services Principal - Elementary Principal - Intermediate				

<b>PAY GRADE A8</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>2018-2019 Increase</b>
<b>Daily Rate</b>	\$336.33	\$424.32	\$512.28	\$8.48
Director of Special Programs & Services Director of Staff Development, Grants, and Federal Programs Principal - DAEP Principal - Middle School Principal -CRCA/Genesis				

<b>PAY GRADE A9</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>2018-2019 Increase</b>
<b>Daily Rate</b>	\$398.65	\$503.92	\$555.43	\$10.07
Chief Financial Officer Chief Operations, Safety, and Security Officer Chief Academic Officer Elementary Schools Chief Academic Officer Secondary Schools Executive Director of Communications Executive Director of Human Resources Principal - High School				

<b>PAY GRADE A10</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>2018-2019 Increase</b>
<b>Daily Rate</b>	\$455.70	\$536.09	\$616.53	\$10.72
Assistant Superintendent				

<b>PAY GRADE A11</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>2018-2019 Increase</b>
<b>Daily Rate</b>	\$543.45	\$639.35	\$735.80	\$12.78
Deputy Superintendent				

**Bastrop Independent School District  
Support Staff Salary Ranges  
2018-19 School Year**

<b>PAY GRADE S1</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>2018-2019 Increase</b>
<b>Daily Rate</b>	\$123.74	\$172.54	\$229.07	\$3.45
Performing Arts Specialist ACE Site Coordinator Stadium Manager/Facility Syst. Inspector Community Education Specialist				

<b>PAY GRADE S2</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>2018-2019 Increase</b>
<b>Daily Rate</b>	\$205.10	\$253.80	\$302.46	\$5.07
Communications Technician Attendance Liaison Manager - HR Benefits Manager - HR Compensation Manager - Purchasing Senior Infrastructure Technician Senior Systems Technician Senior Communications Technician Substitute Coordinator				

<b>PAY GRADE S3</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>2018-2019 Increase</b>
<b>Daily Rate</b>	\$217.77	\$283.46	\$349.25	\$5.66
Information Systems Specialist PEIMS Coordinator Communications Coordinator Staff Accountant				

<b>PAY GRADE S4</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>2018-2019 Increase</b>
<b>Daily Rate</b>	\$255.62	\$315.03	\$378.30	\$6.30
Administrator of IT Systems Support Administrator of IT Infrastructure				

<b>PAY GRADE S5</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>2018-2019 Increase</b>
<b>Daily Rate</b>	\$270.31	\$335.31	\$400.32	\$6.70
Senior Accountant Information Technology Coordinator				

<b>PAY GRADE S6</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>2018-2019 Increase</b>
<b>Daily Rate</b>	\$285.95	\$354.89	\$423.75	\$7.09
Director of 21st Century Director of Finance Director of Information Technology				



**Human Resources Pay Rates  
For Temporary or Non-Contract Work**

<b>Job Description / Duty</b>	<b>Qualifications / Status</b>	<b>Daily or Hourly Rate</b>
Substituting for a Principal	Texas Mid-management or Principal certification	Elementary = \$300 per day Middle = \$350 per day High School = \$400 per day
Substituting for an Assistant Principal	Texas Mid-management or Principal certification	Elementary = \$260 per day Middle = \$275 per day High School = \$300 per day
Substituting for Counselor	Retired Counselor	\$225 per day for all levels
Tutoring during the day	Certified and Non-Certified but with subject area degree	\$95 per day \$47.50 for half day (3.5 hours)
	Non-Certified	\$75 per day \$37.50 for half day (3.5 hours)
Tutoring after hours or on Saturdays	Certified and Non-Certified, with subject area degree	\$27.50 an hour
	Non-Certified	\$15.00 an hour
Tutoring under the supervision of a teacher	High school graduate; college student	\$10.00 an hour
ISS Afterschool Detention	Certified and Non-Certified, but with subject area degree	\$15.00 an hour
	Non-Certified	Hourly Rate (Over-Time if applicable)
Credit Recovery Attendance Make-Up	Certified and Non-Certified, but with subject area degree	\$15.00 an hour
	Non-Certified	Hourly Rate (Over-Time if applicable)
Test Proctoring during non-contract days	Certified Personnel	\$20 an hour
As per grant guidelines, funding availability and supervisor approval, attending professional development during non-contract days	Certified Personnel	\$100 to attend per day  Working/Creating is \$27.50 an hour; 6 hr. max. per day
As per grant guidelines, funding availability and supervisor approval attending professional development during non-contract days	Hourly employees	Hourly rate or comp time as agreed upon by supervisor
PAC Workers	Reserved for students in the theater program	\$15.00 an hour
Memorial Stadium Event Workers	All personnel may apply	Pay is by event; ranging between \$20 and \$50 depending on the duty assigned



### Substitute Rates for 2018-2019

	<b>Non-Certified</b>	<b>Degreed (NEW)</b>	<b>Certified</b>
0 to 30 days	75 (up by \$5)	\$85.00	95 (up by \$5)
31 to 60 days	\$85.00	\$95.00	\$105.00
61+ days	\$95.00	\$105.00	\$115.00
<b>Long-Term (on 11th consecutive day)</b>	an additional \$10	an additional \$10	\$125.00
<b>Extra Pay</b>	\$5 for SAMA trained substitutes in high need special education placements	\$5 for SAMA trained substitutes in high need special education placements	\$5 for SAMA trained substitutes in high need special education placements

## Stipend List 2018-2019

HIGH SCHOOL	STIPEND
<b>COORDINATOR/TRAINER</b>	
Campus Athletic Coordinator	\$6,750.00
Assistant Athletic Coordinator	\$4,250.00
Athletic Trainer	\$12,750.00
<b>FOOTBALL</b>	
Head Football Coach	\$15,250.00
Coordinator	\$7,750.00
Varsity Assistant Football Coach	\$6,250.00
9th Grade Assistant Football Coach	\$4,250.00
<b>BASEBALL</b>	
Baseball Head Coach	\$6,900.00
Baseball Assistant Coach	\$3,750.00
<b>BASKETBALL</b>	
Basketball Head Coach	\$6,900.00
Basketball Assistant Coach	\$3,750.00
<b>CROSS COUNTRY</b>	
Cross Country Head Coach	\$4,750.00
Assistant Cross Country Coach	\$2,500.00
<b>GOLF</b>	
Golf Head Coach	\$6,500.00
Assistant Golf Coach	\$2,500.00
<b>POWERLIFTING</b>	
Powerlifting Head Coach	\$4,000.00
Powerlifting Assistant Coach	\$2,500.00
<b>SOCCER</b>	
Soccer Head Coach	\$6,900.00
Soccer Assistant Coach	\$3,750.00
<b>SOFTBALL</b>	
Softball Head Coach	\$6,900.00
Softball Assistant Coach	\$3,750.00
<b>TENNIS</b>	
Tennis Head Coach	\$7,000.00
Tennis Assistant Coach	\$3,000.00

## Stipend List 2018-2019

<b>TRACK</b>	
Track Head Coach	\$6,900.00
Track Assistant Coach	\$3,750.00
<b>VOLLEYBALL</b>	
Volleyball Head Coach	\$7,750.00
Volleyball Assistant Coach	\$4,250.00
<b>VIDEO TECH</b>	
Video Tech (Athletic events only)	\$1000.00
<b>FINE ARTS</b>	
Performing Arts Manager	\$15,000.00
<b>BAND</b>	
Band Director (197 days)	\$14,450.00
High School Asst. Band Director	\$8,250.00
Color Guard and Winter Guard	\$4,250.00
Winter Drumline	\$2,250.00
<b>CHOIR</b>	
High School Choir	\$3925.00
High School Choir Assistant/Piano Accompaniment	\$1,000.00
<b>THEATRE ARTS</b>	
High School One-Act Play/Theater	\$2,250.00
High School Musical Production Dir	\$1,250.00
<b>EXTRACURRICULAR HIGH SCHOOL</b>	
Ballet Folklorico	\$4,750.00
Ballet Folklorico Assistant	\$1,250.00
Drill Team Instructor	\$4,750.00
Drill Team Assistant	\$1,250.00
Varsity Cheerleader Sponsor	\$3,750.00
JV Cheerleader Sponsor	\$2,250.00
Freshman Cheerleader Sponsor	\$1,750.00
UIL Coordinator	\$1,750.00
Yearbook Sponsor	\$1,450.00
Debate Sponsor	\$1,250.00
Speech Sponsor	\$1,250.00
Newspaper Sponsor	\$1000.00
Broadcast Journalism Sponsor	\$2,750.00
Student Council Sponsor	\$1,950.00

June 19, 2018

## Stipend List 2018-2019

Department Head <ul style="list-style-type: none"> <li>Requirements:               <ul style="list-style-type: none"> <li>Plans agendas;</li> <li>facilitates meetings;</li> <li>attends campus leadership, conferences and off-campus meetings; and</li> <li>administers the programs.</li> </ul> </li> </ul>	\$1,000.00 (Paid Semi-Annually Dec/May)
UIL Coach	\$550.00 (Paid Annually, Post Event)
National Honor Society	\$1,000.00
<b>CAREER &amp; TECHNOLOGY EDUCATION (HIGH SCHOOL)</b>	
Career and Technology (days determined by job)	\$175 per day
HSTE	\$3,750.00
Agriculture	\$8,250.00
Video Technology (School-wide filming associated with course)	\$1,750.00
Robotics	\$4,250.00
Robotics Assistant	\$2,250.00
Career Prep Course and Program Oversight (Requires work document submission)	\$1,000
<b>MIDDLE SCHOOL</b>	
Cheerleader/Pep Squad Sponsor	\$1750.00
Yearbook Sponsor	\$1000.00
Stuco Sponsor	\$1000.00
Stuco Assistant	\$500.00
Middle School Dance	\$1,250.00
Middle School Drama	\$1,250.00
Middle School Choir	\$1,250.00
Middle School Band Director	\$6,990.00
Middle School Assistant Band Director(Intermediate)	\$5,946.00
UIL/TMSCA Coach	\$300.00 (Paid Annually, Post Event)
Department Head <ul style="list-style-type: none"> <li>Requirements:               <ul style="list-style-type: none"> <li>Plans agendas;</li> <li>facilitates meetings;</li> <li>attends campus leadership, conferences and off-campus meetings; and</li> <li>administers the programs.</li> </ul> </li> </ul>	\$750.00 (Paid Semi-Annually Dec/May)
UIL Coordinator	\$750.00

June 19, 2018



## Stipend List 2018-2019

Middle School Football	\$3,000.00
Middle School Basketball	\$2,250.00
Middle School Volleyball	\$2,250.00
Middle School Soccer	\$1,500.00
Middle School Track	\$2,250.00
Middle School Tennis	\$1,500.00
Middle School Cross Country	\$1,500.00
Middle School Golf	\$1,500.00
Middle School Coordinator Boys	\$1,250.00
Middle School Coordinator Girls	\$1,250.00
Middle School National Junior Honor Society	\$1000.00
<b>INTERMEDIATE</b>	
UIL Coordinator	\$750.00
UIL/TMSCA Coach	\$300.00 (Paid Annually, Post Event)
Bilingual Lead Teacher (ELL Case Manager)	\$500.00
Department Head <ul style="list-style-type: none"> <li>Requirements: <ul style="list-style-type: none"> <li>Plans agendas;</li> <li>facilitates meetings;</li> <li>attends campus leadership, conferences and off-campus meetings; and</li> <li>administers the programs.</li> </ul> </li> </ul>	\$750.00 (Paid Semi-Annually Dec/May)
<b>ELEMENTARY</b>	
Team Leader <ul style="list-style-type: none"> <li>Requirements: <ul style="list-style-type: none"> <li>Plans agendas;</li> <li>facilitates meetings;</li> <li>attends campus leadership, conferences and off-campus meetings; and</li> <li>administers the programs.</li> </ul> </li> </ul>	\$500.00 (Paid Semi-Annually Dec/May)
Bilingual Team Leader (Bilingual campuses only) <ul style="list-style-type: none"> <li>Requirements: <ul style="list-style-type: none"> <li>Plans agendas;</li> <li>facilitates meetings;</li> <li>attends campus leadership, conferences and off-campus meetings; and</li> <li>administers the programs.</li> </ul> </li> </ul>	\$500.00 (Paid Semi-Annually Dec/May)
UIL Coach	\$300.00 (Paid Annually, Post Event)

## Stipend List 2018-2019

UIL District Coordinator	\$2,000
<b>DISTRICTWIDE</b>	
Special Education Professional Critical Shortage	\$8,000
Special Education Deaf Education Interpreter <ul style="list-style-type: none"> <li>Requirements:               <ul style="list-style-type: none"> <li>Attend RDSPD Team Meetings</li> <li>Attend trainings to develop skills in Total Communication</li> <li>Attend RDSPD Community Meetings to provide interpretation</li> </ul> </li> </ul>	\$3,000.00
Special Education Bilingual Licensed Specialist in School Psychology (LSSP) <ul style="list-style-type: none"> <li>Proficiency in Spanish and English</li> <li>Complete language screenings and evaluations for students from Spanish-speaking background</li> <li>Assist non-bilingual staff in contacting parents regarding evaluation information as needed</li> <li>Maintain knowledge and skills in understanding of language development and assessment of bilingual students</li> </ul>	\$6,000.00
Special Education Bilingual Educational Diagnosticians <ul style="list-style-type: none"> <li>Proficiency in Spanish and English</li> <li>Complete language screenings and evaluations for students from Spanish-speaking background</li> <li>Assist non-bilingual staff in contacting parents regarding evaluation information as needed</li> <li>Maintain knowledge and skills in understanding of language development and assessment of bilingual students</li> </ul>	\$3,000.00
Special Education Lead for Occupational Therapists or ARD Facilitators <ul style="list-style-type: none"> <li>Develop and deliver regular training</li> <li>Monitor performance of employees</li> <li>Attend Department leadership meetings</li> <li>Attend regional and state trainings</li> <li>Develop and train staff in Department policies and procedures</li> </ul>	\$3,000.00
Special Education Visual Impairments Teacher <ul style="list-style-type: none"> <li>Conduct VI assessments</li> <li>Provide Case Management for VI eligible students</li> <li>Consult with campus staff regarding the needs of eligible VI students</li> <li>Collaborate with ECI services to ensure fluid transition of eligible students</li> </ul>	\$3,000.00
Special Education Deaf Education Teacher <ul style="list-style-type: none"> <li>Conduct AI assessments</li> <li>Provide Case Management for AI eligible students</li> <li>Consult with campus staff regarding the needs of eligible AI students</li> <li>Collaborate with ECI services to ensure fluid transition of eligible students</li> </ul>	\$3,000.00
Special Education Behavior Teacher <ul style="list-style-type: none"> <li>Attend all district behavior team meetings</li> <li>Provide case management for behavior students</li> </ul>	\$1,500.00

## Stipend List 2018-2019

<ul style="list-style-type: none"> <li>Obtain and maintain SAMA certification</li> <li>Supervise paraprofessionals</li> <li>Attend meetings/trainings outside of the regular workday</li> </ul>	
<b>Special Education Resource / Inclusion Teacher Case Managers</b> <ul style="list-style-type: none"> <li>Requirements <ul style="list-style-type: none"> <li>Attend Special Education Campus Department Meetings</li> <li>Supervise implementation of all aspects of their student's' IEP on the campus. (Schedule of Services, Accommodations, Related Services, State Testing and etc.)</li> <li>Monitor students grades, attendance and discipline and initiate required IEP reviews when necessary.</li> <li>Communicate with teachers, admin and student in regard to the students progress.</li> <li>Attend meetings/trainings, etc. outside of the regular school hours.</li> </ul> </li> </ul>	\$1,200.00
<b>Special Education Department Chair All Levels</b> <ul style="list-style-type: none"> <li>Requirements: <ul style="list-style-type: none"> <li>Plans agendas;</li> <li>facilitates meetings;</li> <li>attends campus leadership, conferences and off-campus meetings; and</li> <li>administers the programs.</li> </ul> </li> </ul>	\$1,000.00 (Paid Semi-Annually Dec/May)
<b>Special Education / Bilingual Teachers (includes \$1200 for sped and \$4500 for bilingual)</b> <ul style="list-style-type: none"> <li>Requirements <ul style="list-style-type: none"> <li>Proficiency in Spanish and English</li> <li>Regularly attend applicable district trainings</li> <li>Valid bilingual teaching certificate or permit;</li> <li>Assigned to teach in a Dual Language classroom (PK – 6<sup>th</sup> grade) from the beginning of the year. If the teacher is assigned after the beginning of the school year or leaves before the end of the school year, a prorated amount will be paid according to the number of days the teacher is in the classroom providing native language instruction;</li> <li>Provide specially designed bilingual instruction in Bilingual Resource or Bilingual General Education Settings.</li> </ul> </li> </ul>	\$5,700.00
<b>Special Education Life Skills Teachers</b> <ul style="list-style-type: none"> <li>Requirements <ul style="list-style-type: none"> <li>Regularly attend applicable district training</li> <li>Coordinate and manage all aspects of the student's programming as designated in IEP</li> <li>Implement IEP services to include instructional and related services</li> <li>Supervise paraprofessional staff</li> <li>Monitor progress on IEP programming</li> <li>Attend meetings/trainings outside of the regular school day</li> </ul> </li> </ul>	\$1,500.00



## Stipend List 2018-2019

<b>Special Education PPCD Teachers</b> <ul style="list-style-type: none"> <li>Regularly attend off-campus meetings</li> <li>Implement student's instructional IEP in their classroom</li> <li>Supervise related services implementation of their student's' IEP on the campus.</li> <li>Supervision of the paraprofessionals in their classroom</li> <li>Monitor IEP progress</li> <li>Maintain SAMA certification</li> <li>Attend meetings/trainings outside of the regular school day</li> </ul>	\$1500.00
<b>Special Education / Bilingual SLP (Speech Language Pathologist)</b> <ul style="list-style-type: none"> <li>Proficiency in Spanish and English</li> <li>Complete language screenings and evaluations for students from Spanish-speaking background</li> <li>Assist non-bilingual staff in contacting parents regarding evaluation information as needed</li> <li>Maintain knowledge and skills in understanding of language development and assessment of bilingual students</li> </ul>	\$3,000.00
<b>Special Education Teaching Assistant Behavior Class &amp; Life Skills, Job Coach, 1:1</b> <ul style="list-style-type: none"> <li>Attend Meetings</li> <li>Be responsible for student's safety and well being</li> <li>Implementation of specific IEP Goals</li> <li>Maintain SAMA certification</li> </ul>	\$750.00
<b>Special Education Teaching Assistant Inclusion Support</b> <ul style="list-style-type: none"> <li>Work with teachers to implement specially designed instruction in the general education settings.</li> </ul>	\$600.00
<b>Special Education Teaching Assistant Inclusion and Bilingual Support</b> <ul style="list-style-type: none"> <li>Work with teachers to implement specially designed instruction in the general education settings.</li> <li>Proficiency in Spanish and English</li> <li>Regularly attend applicable district trainings</li> <li>Support specially designed bilingual instruction in Bilingual General Education Settings.</li> </ul>	\$1,200.00
<b>Special Education Bilingual Speech Language Assistants</b> <ul style="list-style-type: none"> <li>Proficiency in Spanish and English</li> <li>Assist non-bilingual staff in contacting parents regarding evaluation information as needed</li> <li>Maintain knowledge and skills in understanding of language development of bilingual students</li> </ul>	\$600.00
<b>Bilingual Teacher (Elementary/Intermediate)</b> <ul style="list-style-type: none"> <li>Requirements: <ul style="list-style-type: none"> <li>Valid bilingual teaching certificate or permit;</li> <li>Proficient in Spanish and English;</li> <li>Assigned to teach in a Bilingual classroom (PK – 6<sup>th</sup> grade) from the beginning of the year. If the teacher is assigned after</li> </ul> </li> </ul>	\$4,500.00



## Stipend List 2018-2019

the beginning of the school year or leaves before the end of the school year, a prorated amount will be paid according to the number of days the teacher is in the classroom providing native language instruction;	
Bilingual Exception – Applicable to Teachers who have: <ul style="list-style-type: none"> <li>○ Serve ESL students who have opted for Bilingual, but Bilingual programming is not available for that grade level and/or campus (coded in PEIMS as an “E”)</li> <li>○ Attempted and/or passed the BTLPT or</li> <li>○ Can show documented proof of exam registration for the BTLPT and/or study course for the BTLPT</li> </ul>	\$2,000
Bilingual Teacher Assistant (Elementary/Intermediate)	\$600.00
ESL Endorsement Pre-K-12 <ul style="list-style-type: none"> <li>• Requirements:               <ul style="list-style-type: none"> <li>○ Valid ESL teaching certificate or permit;</li> <li>○ Verifiable documentation that ELL students are on the teacher’s roster for the appropriate semester.</li> </ul> </li> </ul>	\$600.00 (Paid Semi-Annually Dec/May)
Mentor Teacher (per teacher that is mentored)	\$250.00
Campus Instructional Specialists (Core Areas)	\$7,500.00
Head Librarian	\$1,000.00
Head Nurse	\$1,000.00
Special Olympics Coordinator	\$3,000.00
Special Olympics	\$500.00
Cooperating Teacher	\$250.00
Instructional Coach	\$7,500.00
Classroom Teacher w/ Master’s Degree	\$1,100.00
Classroom Teacher w/ Doctorate Degree	\$1,300.00
MS/HS Campus TIG (Technology Integration Guide)	\$2,000.00
EL/INT Campus TIG (Technology Integration Guide)	\$1,500.00
MS/HS News Contact, Vbrick Manager, and Webmaster	\$1,500.00
EL/INT News Contact, Vbrick Manager, and Webmaster	\$1,000.00
Student Activity Coordinator-Campus Based (Submitted by Community Education)	\$1,000.00

### Stipend Guidelines/Procedures:

- Unless noted, all stipends are paid semi-monthly.
- For all athletic stipends, the following up-to-date certification/training and documentation is required for receipt of stipends:
  - First Aid, CPR/AED, other required health-related training,

June 19, 2018

## **Stipend List 2018-2019**

- UIL Rules and Compliance Program (RCP),
- UIL Concussion Training,
- UIL Professional Acknowledgement of Rules,
- National Federation of High School Coaches Fundamentals of Coaching Training (first year coaches only), and
- Valid Texas commercial driver's license with Passenger (P) and School Bus (S) endorsements. (Must be presented at the time of hire or to be completed no later than 30 school days after the first day of instruction for the current school year. All current coaches will obtain certification within the current school year).

Certification and training requirements will be updated as needed in compliance with state, federal, and UIL guidelines. Non-exempt employees are not eligible to coach or receive Athletic stipends.